ITALYSCAPE S.R.L. BENEFIT CORPORATION

Turin (Italy), Lungo Dora Pietro Colletta n. 75

Share capital 100,000.00

Tax ID and Registration Number

with the Turin Register of Companies: 11650030015

Registered with the Turin C.C.I.A.A. (Chamber of Commerce)

Reg. n. 1229984 R.E.A. (Economic and Administrative Index)

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2024 IMPACT REPORT

As a Benefit Corporation, pursuant to and for the purposes of Italian Law n. 208 of 28 December 2015, Article 1, paragraphs 376 to 384, the company sets as its objective, in addition to generating profit, the pursuit of positive environmental and social impact by promoting low-environmental-impact and socially valuable travel experiences and packages, as well as supporting third-party organizations with environmental, social, and cultural protection purposes.

Specifically, Italyscape is committed to:

- Promoting low-environmental-impact travel experiences and packages, giving preference, when possible, to eco-certified suppliers optimizing travel logistics by encouraging the use of low-impact means of transportation.
- Enhancing and preserving Italy's cultural heritage by choosing experiences that directly or indirectly promote Italian culture and traditions.
- Supporting biodiversity conservation by choosing activities that directly or indirectly promote the protection of natural areas.

- Supporting organizations working to protect civil rights, safeguarding the environment, and preserving cultural heritage, with a commitment to monitoring and disclosing the number of active partnerships in our Annual Sustainability Report.
- Acting responsibly and with integrity towards employees, clients, and suppliers, sharing our values by creating an ethical charter.
- Encouraging environmentally respectful and producer-friendly food choices, favoring tourist experiences offered by Italian producers who support organic agriculture and provide vegetarian/vegan options or menus with a limited meat content.
- Adopting corporate decisions and policies focused on training and employee well-being, committing to communicating the number of training hours dedicated to the personal and professional development of our staff every year.
- Supporting the fight against climate change by pursuing actions aimed at reducing or offsetting carbon dioxide emissions, monitoring and recording our internal energy consumption in our annual report, and implementing corporate policies to minimize waste and avoid the use of disposable materials.

ACTION TAKEN (updated in 2024)

- Publication of Italyscape's 1st Sustainability Report 2024 (for the year 2023), with a commitment to annual publication.
- Employee training hours (language courses, refresher courses, specific skills): over 1,500 h.
- Training hours dedicated to soft skills: over 70 h.
- Training hours on sustainability: 20 h.

- Educational trips for staff: 17.
- Introduction of an Education Bonus for employees: the company grants an education bonus consisting of reimbursement of up to 50% of the expenses incurred, with a cap of €1,000.00, for training courses related to the company's business activities.
- Supplier evaluation is based on a new parameter with a concrete commitment to safeguarding Italy's cultural and landscape heritage. In 2024, 12 suppliers with environmental certification and 30 suppliers adopting SDG-aligned practices were categorized and monitored.
- Sharing company values and codes of conduct in a welcome meeting with every new person hired ("Welcome on board" practice).
- Distribution of profits to employees, amounting to 25% of the previous year's gross pre-tax profits.
- Charitable donations supporting projects for the preservation of cultural and environmental heritage. In 2024 we supported:
    - FAI (the National Trust of Italy), through our participation in the Corporate Golden Donor Program.

      This initiative addresses a major cultural challenge: saving historically, artistically, and environmentally significant sites from abandonment, restoring them, and making them accessible to the public. In doing so, it promotes awareness and responsibility toward the protection of art and nature. Amount donated in 2024: €4,000.00.
    - ITALIAN GLOBAL HEALTH ACTION, an organization committed to reducing social inequality, improving the quality of life through innovation in scientific research and healthcare, and promoting global health through

awareness campaigns. Amount donated in 2024: €2,500.00.

- GRUPPO ABELE, which for decades has worked alongside marginalized and vulnerable individuals, providing shelter, support, and pathways to social reintegration, promoting social justice through educational, cultural, and awareness-raising initiatives. Amount donated in 2024: €1,500.00.

ITALYSCAPE S.r.l. Società Benefit
Turin (Italy), Lungo Dora Pietro Colletta n. 75
The CEO: Vincenzo Emprin-Gilardini

